



# CALL FOR PAPERS

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## **IILP Review: The State of Diversity and Inclusion in the Legal Profession**

### ***Introduction***

The American legal profession has been struggling to become a more diverse and inclusive profession for over a century. Law firms, corporations, bar associations, law schools, and other governmental and not-for-profit entities all have provided leadership on the matter. Nevertheless, while some progress has been made, much is left to be accomplished and, in many quarters, there is frustration, exasperation and disappointment that more and faster progress has not occurred. Efforts continue apace but the breadth and complexity of the issue have resulted in disjointed, piecemeal endeavors, making it difficult for practicing lawyers, judges and others vested in achieving greater inclusion in the profession to gain a panoramic perspective and understanding of the profession's efforts as a whole.

At present, there is no systematic or comprehensive way for anyone interested in diversity and inclusion in the legal profession to stay abreast of the most current information and developments pertaining to the subject. While there are many diversity conferences, none offers the comprehensive scope needed by leaders in corporations, law firms, government agencies, law schools and bar associations to effect meaningful change in their own organizations. Anyone seeking the information must investigate myriad sources and hope something valuable has not been overlooked.

The Institute for Inclusion in the Legal Profession ("IILP") is working to address this problem through its annual publication of, "IILP Review: The State of Diversity and Inclusion in the Legal Profession ("IILP Review")." The IILP Review targets the busy practicing lawyer, judge, law student or other professional who works within the legal profession and who is interested in diversity and inclusion issues but requires that relevant information be more easily accessible.

### ***Call for Papers and Submissions***

Toward that end, IILP is issuing this Call for Papers and Submissions for the 2013 IILP Review in the following categories:

- **Feature Articles** – These are in-depth articles of 5-10 pages in length that examine some facet of diversity and inclusion in the legal profession. Feature Articles will be more substantive, rely upon original research, and include greater detail than might typically be found in a bar publication but less scholarly and detailed than found in a law review or academic journal. These Feature Articles should be thought-provoking and address cutting-edge issues. They may be edited versions or otherwise based upon previously published law review or journal articles but they must not have been previously published in their current version. PLEASE NOTE: If you

would like to submit a published law review or other journal article but are constrained by time and so unable to condense it, please let us know prior to December 31, 2013, as we can sometimes arrange to have law firm associates volunteer to undertake this work while providing you with final content approval.

- Thought Leadership Papers – Thought leadership pieces are shorter essays that consider diversity and inclusion issues as they play out within specific segments of the legal profession, such as African Americans or associates in large law firms or leadership in bar associations. These articles should be 5-7 pages in length and previously unpublished in their current version. They should educate readers about diversity within diversity.

**Submissions of Feature Articles or Thought Leadership Papers are due by February 28, 2014.**

Submissions should conform to the IILP Review Style Guide which can be found on at [www.TheIILP.com](http://www.TheIILP.com). Notification of acceptance and editorial comments will be provided via email.

The IILP Review is an annual publication. It will be distributed to attendees at the IILP's annual State of Diversity and Inclusion in the Legal Profession Symposia, which will be held each year in 6-8 cities around the country. Selected authors of articles may be invited to present their papers at one or more of the Symposia. The IILP Review will also be distributed to law school libraries across the country and available for downloading at no cost from the IILP website.

Authors of Feature Articles or Thought Leadership Articles will be required to sign a Non-Exclusive Release giving the IILP permission to print the article and affirming that it has not previously been published in its current version. They will also be asked to provide a brief biography for themselves and a color head shot photograph in a high-resolution (300 dpi or higher) PDF or other electronic format.

Papers and submissions should be emailed to [Review@TheIILP.com](mailto:Review@TheIILP.com).

***About the Institute for Inclusion in the Legal Profession***

The Institute for Inclusion in the Legal Profession is a 501 (c) (3) organization that, through educational programs, research and publications, addresses the lack of diversity and inclusion that continues to challenge the legal profession and undermine its credibility within the justice system. It seeks to provide integrated, multifaceted, common sense programming and practical strategies aimed at facilitating a more diverse and inclusive legal profession that is reflective of the society which it serves, represents and counsels.

IILP works cooperatively and collaboratively with all relevant stakeholders, including bar associations, law schools, corporate law departments, law firms of all sizes, and government agencies. It addresses diversity in all its manifestations – race/ethnicity, gender, nationality, disabilities, LGBT, religion, geography, generation, etc. – appreciating different needs and recognizing the different strategies and resources that are integral to facilitating the level of collaboration and partnership needed to achieve success in its mission.

IILP differs from other organizations that are concerned about diversity in the legal profession in two crucial ways:

- The IILP emphasizes inclusion rather than simply diversity; and,
- The IILP focuses upon the profession as a whole rather than upon a particular practice setting or type of diversity.

For more information about the IILP, visit [www.TheIILP.com](http://www.TheIILP.com) or contact us at:

Institute for Inclusion in the Legal Profession

321 S. Plymouth Court

Chicago, IL 60604

(312) 628-5885

FAX (312) 554-2054

[Info@TheIILP.com](mailto:Info@TheIILP.com)

Follow us on Twitter @TheIILP